

AGREEMENT BETWEEN THE  
BRIDGEWATER-RARITAN REGIONAL BOARD OF EDUCATION  
AND THE  
BRIDGEWATER-RARITAN EDUCATION ASSOCIATION, INC.

JULY 1, 1975 - JUNE 30, 1977

PREAMBLE

This agreement is entered into this ~~eleventh day of November, 1975~~, by and between the Bridgewater-Raritan Regional Board of Education, Raritan, New Jersey, hereinafter called the "Board" and the Bridgewater-Raritan Education Association, Inc., hereinafter called the "Association."

- Article I - RECOGNITION  
To remain as in present Agreement.
- Article II - NEGOTIATING SUCCESSOR AGREEMENT  
Par. A - Second sentence to read, "Such negotiations shall begin no later than October 1st of the school year in which the existing agreement expires."  
Remainder of paragraph and article to remain as in present Agreement.
- Article III - GRIEVANCE PROCEDURE  
To remain as in present Agreement.
- Article IV - TEACHERS' RIGHTS  
Paragraphs A thru I to remain as in present Agreement.  
Paragraph J to be added - "In the event that a statement derogatory to a teacher's performance is placed in his or her personnel file, the teacher shall be informed in writing thereof by the principal or the immediate supervisor within five (5) school days."
- Article V - ASSOCIATION RIGHTS AND PRIVILEGES  
To remain as in present Agreement.
- Article VI - TEACHERS' WORK YEAR  
Par. A changed to read - "The teacher work year for the current contract shall consist of one hundred eighty-four (184) days when schools are scheduled to be open, and one (1) day before schools open. Personnel new to the school district may be required to attend an additional two (2) days of orientation prior to the opening of school. Teachers who have not completed required administrative and clerical responsibilities will be required to return on the day after schools close."  
Remainder of Article to remain as in present Agreement.
- Article VII - NON-TEACHING DUTIES  
To remain as in present Agreement.
- Article VIII - SALARIES  
To remain as in present Agreement.

- Article IX - TEACHERS' FACILITIES  
To remain as in present Agreement.
- Article X - EDUCATIONAL COUNCIL  
Paragraph A - First two lines changed to read - "The Educational Council shall consist of two (2) members of the Board of Education; the Superintendent or his designee;"  
Remainder of paragraph and article to remain as in present Agreement.
- Article XI - SICK LEAVE  
To remain as in present Agreement.
- Article XII - TEMPORARY LEAVE OF ABSENCE  
To remain as in present Agreement.
- Article XIII - EXTENDED LEAVE OF ABSENCE  
Paragraphs A, B, and C to remain as in present Agreement.  
Paragraph D 1. changed to read - "Leave of absence without pay will be granted to any tenured teacher for maternity upon written application by the teacher to the Superintendent at least sixty (60) days prior to the date the leave is to commence. Such leave will commence and terminate on the dates requested by the teacher. The Board may require a statement from her physician regarding her physical condition. The maximum of any maternity leave will be two (2) years.
- Paragraph D 2. Subject to the same notice and medical certification requirements stated in D1., a leave of absence without pay for maternity shall be granted to any non-tenured teacher not to extend beyond the end of the contract year in which the leave is granted."
- Paragraph D 2. to become D 3.
- Paragraph D 3 to become D 4.
- Paragraphs E, F, and G to remain as in present Agreement.
- Article XIV - SABBATICAL LEAVE  
To remain as in present Agreement.
- Article XV - INSURANCE PROTECTION  
Paragraph A to remain as in present Agreement.  
Paragraph B wording to read - "As of July 1, 1976, the Board agrees to fund fully a single interest dental plan for all teachers in the defined unit. Said program shall be a non-deductible, U.C.R. Basic Dental Plan as set forth in the Health Services, Inc. proposal, dated March, 1975.
- As long as there is a sufficient number of applicants to satisfy carrier requirements, teachers may individually elect by July 1, 1976, to have premiums of group rate Dental Insurance coverage for dependents deducted from their paychecks in twenty (20) equal semi-monthly installments."
- Paragraphs B, C, D, E, and F to become paragraphs C, D, E, F, and G respectively.

Article XVI - DEDUCTION FROM SALARY  
To remain as in present Agreement.

Article XVII - PROMOTIONS  
To remain as in present Agreement.

Article XVIII - SUBSTITUTES  
To remain as in present Agreement.

Article XIX - MISCELLANEOUS PROVISIONS  
To remain as in present Agreement.

Article XX - MANAGEMENT RIGHTS  
To remain as in present Agreement.

Article XXI - DURATION OF AGREEMENT  
Paragraph A changed to read - "This Agreement shall be effective as of July 1, 1975; except as herein provided, and shall continue until June 30, 1977, subject to the Association's right to begin negotiating over a successor Agreement no later than October 1, 1976. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated unless an extension is agreed to by both parties and expressed in writing prior to such date."

Paragraph B to remain as in present Agreement.

BRIDGEWATER-RARITAN EDUCATION  
ASSOCIATION, INC.

BRIDGEWATER-RARITAN REGIONAL BOARD OF  
EDUCATION

BY:

BY:

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# APPENDIX A

## TEACHERS' SALARY GUIDE 1975 - 1976

Step	BA	BA+15	BA+30	MA	MA+15*	MA+30*	MA+45*	MA+60*	DR.
1	9347	9702	10057	10411	10765	11121	11475	11830	12184
2	9783	10139	10493	10847	11202	11557	11912	12266	12621
3	10220	10575	10930	11284	11638	11994	12348	12702	13057
4	10656	11012	11366	11721	12075	12430	12785	13139	13494
5	11093	11448	11803	12157	12511	12921	13275	13631	13985
6	11529	11885	12239	12649	13003	13413	13767	14121	14476
7	12021	12375	12730	13139	13494	13903	14258	14613	14967
8	12511	12867	13221	13631	13985	14449	14803	15159	15513
9	13057	13413	13767	14121	14476	14994	15349	15704	16059
10	13603	13958	14313	14667	15021	15540	15894	16250	16604
11	14148	14504	14858	15213	15567	16086	16440	16796	17150
12	14694	15049	15404	15758	16113	16631	16986	17341	17696
13	15240	15595	15950	16359	16713	17177	17531	17887	18241
14	15785	16141	16495	16959	17313	17778	18132	18487	18841
15			17095	17559	17914	18377	18732	19087	19496
16			17696	18159	18514	18978	19333	19687	20151

### Notes:

1. All teachers will be placed on guide.
- \*2. Any satisfactorily completed graduate courses will be applied to these levels.
3. Level three non-degree teachers will receive \$500 less than BA level.

# APPENDIX A

## TEACHERS' SALARY GUIDE - 1976 - 1977

	BA	BA + 15	BA + 30	MA	MA + 15*	MA + 30*	MA + 45*	MA + 60*	DR
1	9989	10369	10749	11128	11507	11888	12267	12647	13026
2	10456	10837	11216	11595	11975	12355	12735	13113	13493
3	10924	11304	11683	12062	12441	12822	13201	13581	13960
4	11390	11771	12150	12530	12909	13289	13669	14048	14428
5	11858	12238	12618	12997	13376	13814	14193	14574	14953
6	12325	12706	13085	13523	13902	14341	14720	15099	15479
7	12851	13230	13610	14048	14428	14866	15245	15625	16004
8	13376	13757	14136	14574	14953	15450	15829	16210	16589
9	13960	14341	14720	15099	15479	16033	16413	16793	17173
10	14544	14924	15304	15683	16062	16618	16997	17378	17756
11	15128	15509	15888	16268	16647	17202	17581	17962	18341
12	15712	16092	16472	16851	17231	17785	18165	18545	18925
13	16297	16676	17056	17494	17873	18370	18749	19130	19509
14	16880	17261	17640	18136	18515	19013	19392	19772	20151
15			18282	18779	19159	19654	20034	20414	20852
16			18925	19421	19801	20297	20677	21056	21553

### NOTES:

1. All teachers will be placed on guide.
- \*2. Any satisfactorily completed graduate courses will be applied to these levels.
3. Level three non-degree teachers will receive \$500 less than BA level.

APPENDIX B

GUIDANCE COUNSELORS' SALARY GUIDE - 1975-77

To Remain as in present Agreement.

APPENDIX C

EXTRACURRICULAR COMPENSATION - 1975-77

To Remain as in present Agreement.

APPENDIX D

EXTRACURRICULAR COMPENSATION - 1975-77

I. Athletic Activities

	1975-76		1976-77	
	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
A. Director of Athletics	\$ 1292	\$ 2079	\$ 1388	\$ 2235
B. Faculty Equipment Manager	714	1029	768	1106
C. Interscholastic Athletics - High School				
1. Football - Head Coach	1239	1974	1332	2122
Assistant Coaches	767	1187	824	1275
2. Basketball - Boys' Head Coach	1082	1554	1163	1671
Boys' Assistant Coaches	688	924	739	993
Girls' Head Coach	819	1292	880	1388
Girls' Assistant Coaches	504	740	542	796
3. Wrestling - Head Coach	977	1292	1050	1388
Assistant Coaches	609	819	655	880
4. Baseball - Head Coach	977	1239	1050	1332
Assistant Coaches	609	819	655	880
5. Track - Head Coach	977	1292	1050	1388
Assistant Coaches	609	819	655	880
6. Cross Country - Head Coach	767	924	824	993
7. Swimming - Head Coach	767	977	824	1050
Assistant Coaches	452	583	485	626
8. Tennis - Head Coach	767	977	824	1050
Assistant Coaches	452	583	485	626
9. Golf - Head Coach	767	977	824	1050
10. Soccer - Head Coach	977	1292	1050	1388
Assistant Coaches	609	819	655	880

# APPENDIX D

## EXTRACURRICULAR COMPENSATION - 1975-77

I. Athletic Activities (Continued)	1975-76		1976-77	
	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
C. Interscholastic Athletics - High School (Continued)				
11. Bowling - Head Coach	\$ 473	\$ 683	\$ 508	\$ 734
12. Softball - Girls' Head Coach	767	977	824	1050
Assistant Coaches	452	583	485	626
13. Track - Girls' Head Coach	767	977	824	1050
Assistant Coaches	4 52	583	485	626
14. Field Hockey - Girls' Head Coach	767	977	824	1050
Assistant Coaches	452	583	485	626
15. Girls' Gymnastics - Head Coach	893	1103	959	1185
Assistant Coaches	578	709	621	762
16. Trainer	1200	1500	1290	1613
D. Interscholastic Sports - Intermediate School				
1. Basketball Coach - Boys'	557	767	598	824
2. Baseball Coach - Boys'	399	609	429	655
3. Softball Coach - Girls'	341	551	367	593
4. Basketball Coach - Girls'	394	604	423	649
Implementation: All coaches receive an annual increment determined by taking 25% of the range from minimum to maximum.				
E. High School Athletics				
1. Intramural Boys' Coach (3 seasonal sports)		767		824
2. Intramural Girls' Coach (3 seasonal sports)		767		824
3. Cheerleaders (2 seasons)		840		903
F. Intermediate School Athletics				
1. 7-8 Grade Intramural Boys' Coach ( 3 seasonal sports)		767		824
2. 7-8 Grade Intramural Girls' Coach (3 seasonal sports)		767		824
3. Elementary Intramural Boys' Coach(3 seasonal sports)		525		564
4. Elementary Intramural Girls' Coach (3 seasonal sports)		525		564
5. Cheerleaders		268		288

## II Non-Athletic Activities

	1975-76	1976-77
	<u>Maximum</u>	<u>Maximum</u>
A. Publications - High School		
1. Newspaper-Editorial Advisor	819	880
2. Newspaper-Business Advisor	578	621
3. Yearbook Editorial Advisor	819	880
4. Yearbook Business Advisor	578	621
5. Literary Magazine/Creative Writing	425	457
B. Publications - Intermediate Schools		
1. Newspaper	368	395
2. Yearbook	394	423
C. Class Advisors		
1. Senior Class Advisor and Activity Coordinator	924	993
2. Junior Class Advisor	373	401
Junior Prom Advisor	268	288
3. Sophomore Class Advisor	268	288
4. Freshmen Class Advisor	242	260
D. Miscellaneous		
1. Dramatics-High School	714	768
2. Dramatics-Intermediate School	478	514
3. Debate	452	485
4. Forensic League	320	344
5. School Bursar	872	937
6. Student Council Advisor-High School	840	903
7. Student Council Advisor-Intermediate School	320	344
8. Audio-Visual Building Coordinator-High School	347	372
9. Audio-Visual Building Coordinator-Intermediate	294	316
10. Audio-Visual Building Coordinator-Elementary	242	260
11. Stage Technician	530	570
12. Marching Unit Director	1097	1180
13. Nurse Coordinator-Systemwide	525	564
14. School Store	268	288
15. Detention Monitor-High School	551	593
16. Detention Monitor-Intermediate	525	564
17. Administrative Assistant	977	1050
E. Instructional Activities		
1. Bedside Instruction	Per hour: 10.50	11.25
2. Driver Ed. (after school hours)	Per hour: 8.40	9.00
3. Summer School Teaching and Curriculum		
Revision Based on six weeks' work		1/10 annual teaching salary
Based on four weeks' work		1/15 annual teaching salary
4. Coordinator Cooperative Industrial Education Program during summer months - based on six weeks' work		1/10 annual teaching salary
Based on four weeks' work		1/15 annual teaching salary
5. Librarian during summer months		
Based on six weeks' work		1/10 annual teaching salary
6. In-Service Course Instruction	Per Session: 42	45



III Notification for the above assignments will be issued generally after the May Board meeting. Acceptances will be signed by the teachers and returned to the personnel office.

7. In the rare circumstance that scheduling necessitates an extra beyond the teacher's normal instructional assignment, it shall be voluntary and compensated at the following annual rate per period:

	BA		MA		MA + 30	
	<u>1975-76</u>	<u>1976-77</u>	<u>1975-76</u>	<u>1976-77</u>	<u>1975-76</u>	<u>1976-77</u>
Steps 1-5	1470	1580	1575	1693	1680	1806
Steps 6-10	1680	1806	1838	1975	1890	2032
Steps 11-Max	1890	2032	1995	2145	2100	2258

#### APPENDIX E

#### AUTHORIZATION TO DEDUCT ASSOCIATION MEMBERSHIP DUES

To Remain as in present Agreement.